



Produced monthly by the State Equal Employment Management Office (SEEM)...

JFHQ'S EEO/EO OFFICE

Mr. Ferdinand LeCompte, MS.HRM
State Equal Employment Manager
(916) 854-3646

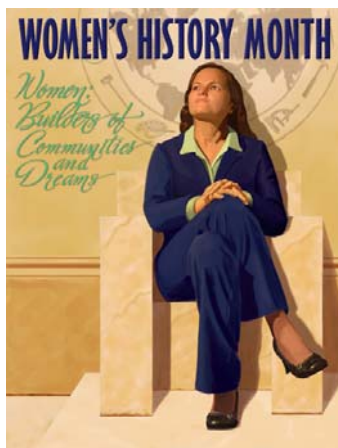
LTC James-Michael Yates
M-Day, State EOA (HREO)
(916) 854-3646

SGM Betty McCoy
EEO Specialist
(916) 854-3417

MSG Joe Ann Ridder
EEO Specialist
(916) 854-4451

Mrs. Elke Angstenberger
Secretary
(916) 854-3421

California National Guard Observes Women's History Month in March.



The California National Guard is proud of the accomplishments of its female Soldiers, Airmen, and Civilian employees.

March 1st marks the beginning of Women's History Month. The origin of Women's History Month can be credited

to the Education Task Force of the Sonoma County Commission on the Status of Women in California. In 1978, a "Women's History Week" celebration was initiated taking place on the week of 8 March which was chosen to match with International Women's Day, 8 March. A resolution was approved by the United States Congress in 1981 launching National Women's History Week. In 1987, the celebration was expanded to a month at the request of the National Women's History Project. March was declared Women's History Month.

To celebrate the achievement and contributions of female Soldiers, Airmen, and Civilian employees to our nation, the national theme for this year's observance is Women: Builders of Communities and Dreams. This theme honors women for building communities and their support of dreams.

Congratulations! Well done!



BG Louis Antonetti, Deputy Adjunct General, Joint Staff congratulates the "Dr. Martin Luther King Day Observance" guest speaker, Assistant Adjunct General, COL Mary Knight, and Master of Ceremony, State Equal Employment Manager, Mr. Ferdinand LeCompte. (13 Jan 06)



EO Notes From the Desk of JFHQ's State Equal Opportunity Advisor (HREO)

All newly CNG approved and NGB appointed (EOA's must begin planning to attend Defense Equal Opportunity Management Institute (DEOMI) – Patrick AFB, Cocoa Beach, FL, within the first year of their appointment. Reserve Component classes are scheduled twice a year which fill up quickly due to the small number of slots available, inclusive to all branches within CONUS. The next reserve resident class for FY 2006 is 10 Jul to 4 Aug 2006. Start preparing yourself for success. Log onto the DEOMI web site and register for the Phase I class which is completed online (note, must be completed by 12 June 2006). Enrollment into Phase II takes place through ATRRS which is monitored at the Division level (G3). Remember – your (3) year obligation to remain in the EOA position officially begins after your graduation from DEOMI. Plan ahead – don't delay!

Unit Climate Assessment

All commanders are required to conduct a unit climate assessment annually and within 180 days after a change of command. Contact your EOA or SGM Betty McCoy for more information



From the 144 Fighter Wing MEO

"A failure is a man (or woman) who has blundered, but is not able to cash in on the experience."

Elbert Hubbard

As cited above, one can make a mistake (blunder) and not learn from it (cash in on the experience) which makes the person a failure. One goal of the MEO office is to help people identify when they make a mistake and understand how they can learn from that experience.

In the realm of human relations, we all make mistakes periodically. One way to change the way we look at mistakes is to restructure our thinking and view them as "learning opportunities" from which we can acquire knowledge and awareness. We can then also choose to convey our newly learned information to others to help them stay clear of having to experience the same "learning opportunity."

On a similar note, ignorance is something that affects us all in one way or another. It is not a terrible thing; it simply means that we don't know something. Stupidity, on the other hand, is not a good quality to have. Making a stupid choice implies that someone knows how to do something or the right way to go about conducting themselves, but they choose to do the wrong thing. The consequences of making a "stupid" choice can include having the MEO office involved in an informal or formal complaint as a result of that unintelligent choice.

One of the sayings that is used at the Defense Equal Opportunity Management Institute goes like this: *"Sometimes you just don't know that you don't know, however, once you become aware, you can never become unaware."* Author Unknown

Learning opportunities abound, take the chance to use them and succeed instead of ignoring the occasion and engaging in failure.

From the Desk of the State EEO Manager

When checking your bulletin boards, please ensure all required EEO and EO memos and posters have a contact telephone number at your level. The following memos must be separate: Commander's EO policy, Sexual Harassment, and CO2 (Consideration of Others).

Pregnancy Discrimination

The Pregnancy Discrimination Act is an amendment to [Title VII of the Civil Rights Act of 1964](#). Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII, which covers employers with 15 or more employees, including state and local governments. Title VII also applies to employment agencies and to labor organizations, as well as to the federal government. Women who are pregnant or affected by related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations.

Title VII's pregnancy-related protections include:

Hiring

An employer cannot refuse to hire a pregnant woman because of her pregnancy, a pregnancy-related condition, or the prejudices of co-workers, clients, or customers.

Pregnancy and Maternity Leave

An employer may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, if an employer requires its employees to submit a doctor's statement concerning their inability to work before granting leave or paying sick benefits, the employer may require employees affected by pregnancy-related conditions to submit such statements.

If an employee is temporarily unable to perform her job due to pregnancy, the employer must treat her the same as any other temporarily disabled employee. For example, if the employer allows temporarily disabled employees to modify tasks, perform alternative assignments, or

take disability leave or leave without pay, the employer also must allow an employee who is temporarily disabled due to pregnancy to do the same.

Pregnant employees must be permitted to work as long as they are able to perform their jobs. If an employee has been absent from work as a result of a pregnancy-related condition and recovers, her employer may not require her to remain on leave until the baby's birth. An employer also may not have a rule that prohibits an employee from returning to work for a predetermined length of time after childbirth.

Employers must hold open a job for a pregnancy-related absence the same length of time jobs are held open for employees on sick or disability leave.

Sex-Based Discrimination

[Title VII of the Civil Rights Act of 1964](#) protects individuals against employment discrimination on the basis of sex as well as race, color, national origin, and religion. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

It is unlawful to discriminate against any employee or applicant for employment because of his/her sex in regard to hiring, termination, promotion, compensation, job training, or any other term, condition, or privilege of employment. Title VII also prohibits employment decisions based on stereotypes and assumptions about abilities, traits, or the performance of individuals on the basis of sex. Title VII prohibits both intentional discrimination and neutral job policies that disproportionately exclude individuals on the basis of sex and that are not job related.

Title VII's prohibitions against sex-based discrimination also cover:

Sexual Harassment

This includes practices ranging from direct requests for sexual favors to workplace conditions that create a hostile environment for persons of either gender, including same sex harassment.

Pregnancy Based Discrimination

Title VII was amended by the Pregnancy Discrimination Act, which prohibits discrimination on the basis of pregnancy, childbirth, and other related medical conditions.

The [Equal Pay Act of 1963](#) requires that [men and women be given equal pay for equal work](#) in the same establishment. The jobs need not be identical, but they must be substantially equal. Title VII also prohibits compensation discrimination on the basis of sex. Unlike the Equal Pay Act, however, Title VII does not require that the claimant's job be substantially equal to that of a higher paid person of the opposite sex or require the claimant to work in the same establishment.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on sex or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII. (EEOC)

Leadership

"The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help them or concluded that you do not care. Either case is a failure of leadership."
(Colin Powell)

If this were a litmus test, the majority of CEOs would fail. One, they build so many barriers to upward communication that the very idea of someone lower in the hierarchy looking up to the leader for help is ludicrous. Two, the corporate culture they foster often defines asking for help as weakness or failure, so people cover up their gaps, and the organization suffers accordingly. Real leaders make themselves accessible and available. They show concern for the efforts and challenges faced by underlings, even as they demand high standards. Accordingly, they are more likely to create an environment where problem analysis replaces blame. (Colin Powell)

Signs of Performance Problems

Conduct and Behavior

- Frequent moodiness or irritability
- Mood swings

- Provocative or aggressive manner
- Chronic tiredness and drowsiness
- Avoidance of co-workers

Performance

- Decline in quality and quantity of work
- Loss of interest
- Lack of concentration
- Difficulty in accommodating changes
- Impaired judgment
- Alternate periods of high and low productivity

Leave and Attendance

- Unusually high annual and sick leave use
- Repeated tardiness
- Continued absences from the work area
- Use of leave during heavy workload periods
- Unauthorized absences
- Improbable excuses for absences

Positive Discipline

What's the **best** part of being a Leader?

Dealing with People

What's the **worst** part of being a leader?

Dealing with People

While being a leader has its many advantages, it comes with the task of monitoring employee performance and addressing performance problems when they arise.

There are **five key steps** to follow when addressing performance problems. They are as follows:

- 1. Identify the problem.
- 2. Analyze the problem's severity.
- 3. Discuss the problem.
- 4. Document the discussion.
- 5. Follow-up to monitor results.

Numbers to Call to Report Title 5 & 10 EEO Complaints

(703) 607 – 2736 for HQDA, Army Civilians
Title 5 Employees

(202) 404 – 8816 for Air Force Civilians Title 5
Employees

(703) 696 – 2976 for HQDA, Army Title 10

(202) 767 – 8991 or (301) 981 – 3431 for
Air Force Title 10

“What the HOOAH!”

... That word is “hooah.” Pronounced HOO-ah. Alternatively spelled hua and huah. ... As with any good word, the origins of hooah are highly disputed. Some claim it derives from the military acronym HUA – Heard, Understood, Acknowledged.¹

The word “hooah” has come to mean just about everything in the U.S. Army. Here's a definition from the Urban Dictionary, half serious and half tongue-in-cheek:

▪ Hooah (who-ah), adjective. U.S. Army slang. Referring to or meaning anything and everything except “no.” Generally used when at a loss for words.

Also:

- Good copy, solid copy, roger, good or great; message received, understood.
- Glad to meet you, welcome.
- I do not know, but will check on it, I haven't the vaguest idea.
- I am not listening.
- That is enough of your drivel.

Sit down.

- Stop sniveling.
- You've got to be kidding.
- Yes.
- Thank you.
- Go to the next (briefing) slide.
- You have taken the correct action.
- I don't know what that means, but am too embarrassed to ask for clarification.
- That is really neat, I want one, too.
- Amen.²

This publication is distributed on a monthly basis. If you have any questions or comments, please call the State EEO/EO office at (916) 854-3421, 3417, and 3436. DSN 466.

¹The Associated Press. “‘Hooah’ inseparable element of Army life.” [The Sun – San Bernardino County](#) 5 Feb 2006: A14.

²The Associated Press. “The tongue-in-cheek definitions.” [The Sun – San Bernardino County](#) 5 Feb 2006: A14.